

NDSU Advance FORWARD

Allies and Advocates Grant Program Call for Advocate Applications 2014-2015

Application Deadline: April 11, 2014

The NDSU Advance FORWARD steering committee seeks applications for the **FORWARD Advocate** service positions which will start **summer 2014**.

FORWARD Advocates is a group of tenured male faculty interested in supporting women faculty members in departments, colleges, and the university. Advocates are expected to be active proponents of gender diversity and equality, which at NDSU means increasing the number of women faculty, encouraging the hiring of and promotion of women faculty to administrative positions, and ensuring the fair and equitable treatment of women faculty at NDSU within their units.

Advocates must be open to being mentored on issues like covert bias, institutional bias, and institutional climate by women faculty members, including women in untenured Assistant Professor positions. Preference will be given to tenured faculty as advocates may need to speak out, challenge departmental, college, or university culture, and/or question administrators.

Number of positions available: 10

Duration: One year, renewable terms

Eligibility: The steering committee seeks representation from all Colleges, but *priority* will be given to applicants who meet the stated requirements.

- Tenure-line male non-administrators; preferably tenured faculty.
- Interested in being supportive of gender diversity and equity through committee work, teaching, research, or informal actions within your department, college, or the university as a whole.
- Awareness of the dynamics of institutional and structural bias and privilege.
- Interested in learning about issues of discrimination and privilege in the workplace.

Duties:

- Attend Advocates/Allies training session.
- Participate in three meeting/reading group sessions per semester. Complete reading materials relevant to campus climate, equity, and bias.
- Participate in key NDSU Advance FORWARD Program events.
- Encourage informal institutional research on gender dynamics within your college.
- Advocate for equitable treatment of women faculty on campus.
- Facilitate short workshops for Allies.
- Stay active in the Advocate/Allies program after your year of service as an Advocate.

Benefits:

- Professional development
- Networking with other allies and advocates.
- \$500 summer salary, fully fringed.
- Participating in institutional transformation: *priceless*.

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Application Submission: Applications should be submitted by email to nds.forward@nds.edu. The subject line must read "FORWARD Advocate Application." Your department chair/head and dean must be carbon copied on the submission email message. Application materials must include:

- NDSU Advance FORWARD Allies and Advocates Grant Program Advocate application form.
- A focused CV: teaching, research and service elements (preferably two pages or less)

Contacts: Direct inquiries to Sean Sather-Wagstaff (Sean.Sather-Wagstaff@nds.edu, 1-8105) or Canan Bilen-Green (canan.bilen.green@nds.edu, 1-7040).

About the NDSU Advance FORWARD Program. Funded by a five-year, \$3.7 million National Science Foundation Institutional Transformation award, the NDSU Advance FORWARD Program seeks to study and address issues of recruitment, retention, and advancement of women faculty within the STEM disciplines. The specific goals of the program are to (1) improve the climate across the campus and narrow the gap between men's and women's perceptions of the campus climate; (2) employ targeted recruiting strategies to recruit women faculty; (3) retain more women faculty through their probationary period and the promotion/tenure process; (4) support women associate professors as they move to full professor; and hire advanced rank women to build a critical mass; and (5) promote and hire women faculty into academic leadership positions.